S-E-C-R-E-T

PERS 19-4/3	
	DD/A Registry
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Executive Registry

MEMORANDUM FOR:

Special Assistant to the DCI

FROM

: Harry E. Fitzwater

Director of Personnel

SUBJECT

: DCI Meeting with Placement Officials from Minority Colleges/Universities 10:00-10:30

30 July 1979

REFERENCE

: Your Note Dated 26 June 1979, Same Subject

1. Attached are statistics on minority and female representation in the Agency for the last few years (1976, 1977, 1978, and 1979 to 31 May). Also attached are a listing of degrees of particular interest to the Agency and a guideline for professional EOD pay levels.

2. In response to your question as to where we need more minorities, the following goals of the Directorates for professional and technical employees are contained in the FY 1979 Annual Personnel Plan:

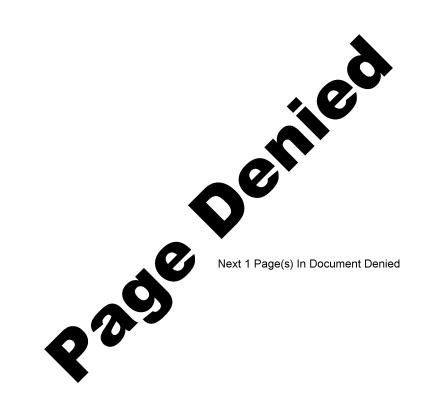
	<u>Black</u>	Hispanic
Office of the Director	4	0
DDA	24	8
NFAC	15	3
DDS&T	25	16
DDO	9	_0
TOTAL	77	27

Harry E. (F)tzwater

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Unclassified When Separated From SECRET Atachment. 25X1

25X1



DEGREE PATTERNS OF PARTICULAR INTEREST TO CIA

Discipline	_ <u>B</u>	<u>M</u>	PhD
Computer Science	Х	Х	X
Economics		Х	Х
Engineering (EE, ME, AE)	X	Χ	χ
Foreign Area Studies		Х	X
Foreign Languages		*	
Arabic	X	χ	
Chinese	X	Х	
Hungarian	X	X	
Japanese	Χ	Х	
Polish	X	X	
Rumanian	X	X	
Russian	X	X	
History		X	X
International Relations		X	X
Physics			
			X
Psychology		- - ·	X
Physics Political Science		X X X	X X X

GUIDELINES FOR PROFESSIONAL EOD PAY LEVELS

GENERAL SCHEDULE GRADES

	ODMINIO DOMEDORE GRADES								
QUALIFICATIONS	7	8	9	10	11	12	13	14	15
achelor's plus 2 years or less applicable experience* multiples of 2-3 years experience* equate to one additional grade	х	X							
plus 2 years or less applicable experience* multiples of 2-3 years experience* equate to one additional grade		х	х						
additional post-graduate courses in a related discipline plus 2 years or less applicable experience*			х	х					
pre-PhD (all but dissertation completed) Doctorate multiples of 2-3 years experience* equate to one additional grade				X	х				

fransferees from other gov't agencies (except NSA) no higher than one grade promotion equivalency.

New hires from private industry: 5-7% increase over current salary
up to 12-14% if coming from West Coast and not
eligible for EOD travel

igher salaries are considered if trying to meet outside competition for hard-to-get categories or unusual skills.